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| Question Paper Code | 12327 |
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MBA - DEGREE EXAMINATIONS, NOV / DEC 2023

Third Semester

Master of Business Administration

20MBHR308 - INDUSTRIAL RELATIONS AND LABOUR WELFARE

(Regulations 2020)

Duration: 3 Hours

Max. Marks: 100

PART - A (10 × 2 = 20 Marks)

Answer ALL Questions

- | | <i>Marks,
K-Level, CO</i> |
|--|-------------------------------|
| 1. Define Industrial Relations. | <i>2,K1,CO1</i> |
| 2. State the Functions of Trade Unions. | <i>2,K1,CO1</i> |
| 3. Illustrate When Strikes are Justified. | <i>2,K2,CO2</i> |
| 4. Compare Voluntary Adjudication and Compulsory Adjudication. | <i>2,K2,CO2</i> |
| 5. Choose the Objectives of Workers Participation in Management. | <i>2,K1,CO3</i> |
| 6. Reproduce Multi Plant Bargaining. | <i>2,K2,CO3</i> |
| 7. Illustrate the need for Labour Welfare under Directive Principles of State Policy in Indian Constitution. | <i>2,K2,CO4</i> |
| 8. Define Preventive and Curative Measures in protecting Employee Health. | <i>2,K2,CO4</i> |
| 9. Summarize Automation in view of changing trends in Industrial Relations. | <i>2,K2,CO5</i> |
| 10. Defend Employee Referrals. | <i>2,K3,CO5</i> |

PART - B (5 × 13 = 65 Marks)

Answer ALL Questions

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|--|------------------|
| 11. a) Enumerate the Scope and main Aspects of Industrial Relations. | <i>13,K2,CO1</i> |
| OR | |
| b) Examine the Problems of Trade Unions in India. | <i>13,K2,CO1</i> |
| 12. a) Explain Conciliation procedure and Role of Board of Conciliation in resolving industrial conflicts. | <i>13,K2,CO2</i> |
| OR | |
| b) Predict different Causes of poor Industrial Relations and relate suggestions for improving harmonious Industrial Relation System. | <i>13,K2,CO2</i> |
| 13. a) Examine the various Forms of Collective Bargaining in determining the conditions of Labour. | <i>13,K4,CO3</i> |

OR

- b) Explain Forms of Workers Participation in Management and briefly discuss the functions of various Councils. *13,K4,CO3*
14. a) Classify different types of Intramural and Extramural Labour Welfare Programmes implemented in Indian Industries. *13,K2,CO4*
- OR**
- b) Evaluate the Causes of Industrial Accidents. Explain various Accident Prevention Management Methods. *13,K2,CO4*
15. a) Persuade recent Shifts in Employment Practices in the wake of Globalization. *13,K2,CO5*
- OR**
- b) Defend recent trends in Industrial Relations with specific reference to Industrial Disputes and Participative Management. *13,K2,CO5*

PART - C (1 × 15 = 15 Marks)
(Case Study – Compulsory)

16. a) VEE YES Electronics, a global electronics manufacturer, faces significant performance appraisal challenges. The current system lacks clarity, consistency, and alignment with strategic goals, resulting in several issues. Subjectivity and bias in evaluations have led to inconsistencies, raising concerns about fairness. The absence of clear performance metrics contributes to ambiguity in expectations, hindering alignment with organizational goals. A deficient feedback loop provides vague and delayed feedback, impacting morale and professional development. The appraisal system's failure to integrate with individualized training plans leaves employees without a clear link between assessments and career growth. Consequently, employee disengagement is on the rise due to perceived unfairness and a lack of transparency in the evaluation process. Addressing these challenges is imperative for sustaining the company's success and fostering a positive work environment. *15,K4,CO5*

Questions:

1. How does subjectivity and bias affect employee ratings in VEE YES Electronics' performance appraisal system?
2. In what manner does the absence of clear performance metrics impact alignment with organizational goals?
3. What is the impact of inadequate feedback on employee morale and professional development at VEE YES Electronics?